

AUIB Diversity Statement

The American University of Iraq – Baghdad (AUIB) affirms its commitment to fostering a diverse, equitable, and inclusive community where every individual is valued and empowered to achieve their potential. Rooted in the American liberal arts tradition and respectful of Iraq's cultural heritage, AUIB endeavors to create an academic space that welcomes diversity, promotes understanding, and maintains fairness and respect for all.

In alignment with its mission, the university recognizes that diverse backgrounds create a stronger academic environment that drives innovative thinking and enhances community involvement, and prepares students to think critically, lead responsibly, and contribute meaningfully to a global society.

AUIB operates all its functions, including recruitment, admissions, employment, teaching, research, and campus life, under policies and programs that support equal opportunities and maintain fairness. Discrimination or harassment of any kind is not acceptable at the University. Through equitable recruitment and admissions processes, AUIB builds a community of students, faculty, and staff from a wide range of academic and cultural backgrounds.

The *Student Rights and Responsibilities Charter* guarantees students fair treatment and protection from harm and discrimination, while promoting their respect for different cultures and global community values. The *Academic Freedom Policy* affirms that diversity of opinion and the open exchange of ideas are fundamental to scholarly inquiry and must be conducted responsibly, legally, and with respect for the dignity of others.

AUIB upholds diversity and inclusion as shared responsibilities that affect every aspect of university operations, including workload distribution, staff and faculty development, teaching practices, student services, and community outreach. The University offers training, awareness, and reporting systems to prevent discrimination and harassment while protecting confidentiality and enforcing accountability across all organizational units.

AUIB confirms its dedication to fostering an educational environment that promotes open dialogue, empathy, and mutual respect, while recognizing that diversity is essential for learning, innovation, and human advancement. Diversity and inclusion are central to AUIB's mission to educate ethical, informed, and globally minded leaders for Iraq and beyond.

Related Policies and Documents

- Faculty Handbook (Equal Opportunity Policy Statement and Vision/Mission sections)
- Human Resources Handbook (Equal Employment Opportunities)
- Anti-Discrimination Policy and Procedures (for employees)
- Faculty Recruitment and Hiring Policy & Procedures
- Faculty Workload Responsibilities Policy & Procedures
- Academic Freedom Policy

- Student Non-Discrimination Policy and Procedures
- Student Rights and Responsibilities Charter
- Undergraduate Admissions Policy & Procedures

Approval Signatures

Signature of Policy Owner: _____

Date:

Signature of Project Chair: _____

Date:

Signature of President: _____

Date: